

April 14, 2011

Charles Allen  
AFSCME Business Representative  
1150 North First St., Suite #101  
San José, CA 95112

**RE: MEF/CEO Package Proposal**

Dear Charles:

On Monday, April 11, 2011, the City and MEF/CEO negotiating teams met at 2:00 PM and the City presented a package proposal. Just after 3:00 PM, MEF/CEO asked to use the remaining time to caucus and work on a counter package proposal with the hope of reconvening before the end of the day to present MEF/CEO's next package proposal. At approximately 4:00 PM, you informed me that MEF/CEO's package proposal would not be ready by the end of the day, but it would be ready by our next scheduled meeting, on Wednesday, April 13, 2011, at 2:00 PM.

On April 13<sup>th</sup>, at approximately 12:30 PM, you came to our office to request that Wednesday's negotiation meeting be canceled because you did not have a full team. Accordingly, the City cancelled your team's release time. At that point, you contacted the City via email and requested that the City provide release time to your bargaining team so that you could finalize the proposal to the City.

Based upon our conversation, it is our understanding that you met for a short time with the MEF/CEO negotiation teams and continued to work on the proposal. During our conversation I requested that MEF/CEO provide their counter package proposal to the City by Friday, April 15, 2011, to provide time for a preliminary analysis prior to Monday's negotiation meeting and maximize the use of the time we have scheduled on Monday. You indicated that you would make an effort to do so.

We appreciate the efforts MEF/CEO has made to date to reach an agreement and look forward to receiving your next proposal as soon as possible.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Yolanda Cruz, MEF President  
LaVerne Washington, CEO President